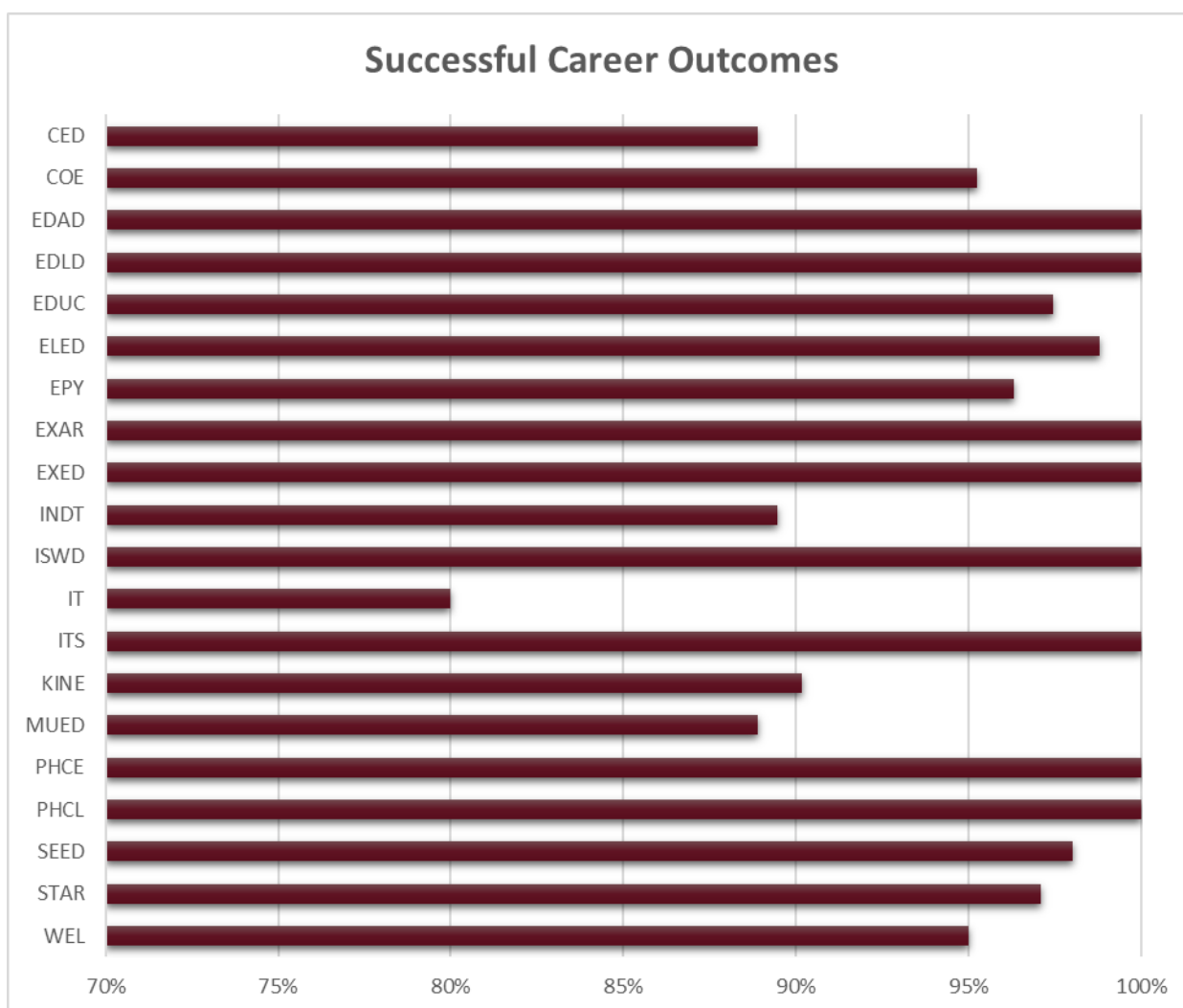# 2021-2022 First Destination Survey Report
College of Education – All Levels

The First Destination Survey is administered to all MSU graduates upon graduation, and data is collected for a period of six months to determine the employment/continuing education status of recently graduated students. The following report comprises data from surveys completed by graduates, responses collected by Career Center ambassadors and staff via phone calls or texts, and data collection from websites such as LinkedIn and Facebook.

The knowledge rate (percentage of graduates for which reliable outcome data has been collected) for all College of Education graduates is 77%, and of the 77% of graduates for which data is available, 96% reported a successful career outcome (employed, continuing education, participating in a volunteer or service program, or serving in the military) within 6 months of graduation. All percentages are rounded.
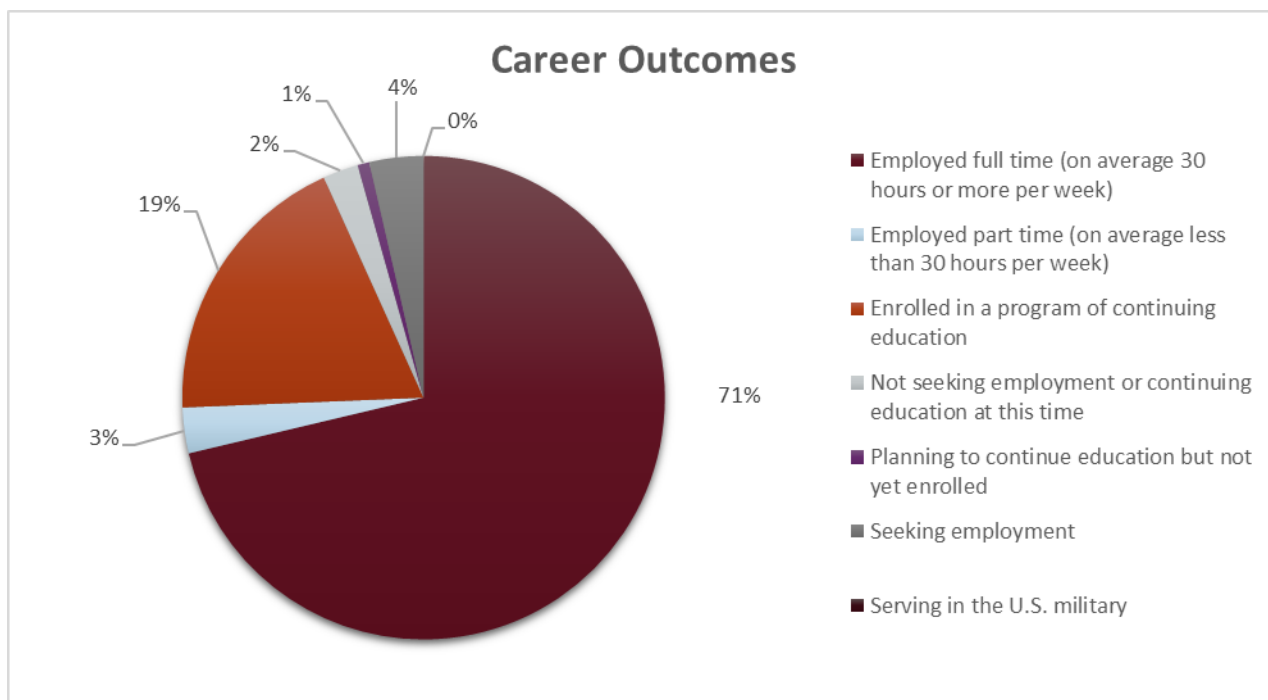
Successful Outcome Rate

Major*	Degrees	Surveys	Knowledge Rate	Successful Career Outcome**
Community College Education (CED)	14	11	79%	89%
Curriculum & Instruction (CIED)	2	0	0%	N/A
Counselor Education (COE)	21	21	100%	95%
Elem, Mid, Secondary Education Administration (EDAD)	2	2	100%	100%
Educational Leadership (EDLD)	55	47	85%	100%
Education (EDUC)	47	39	83%	97%
Elementary Education (ELED)	214	172	80%	99%
Educational Psychology (EPY)	80	54	68%	96%
Special Ed Alternate Route (EXAR)	65	47	72%	100%
Special Education (EXED)	35	31	89%	100%
Industrial Technology (INDT)	52	38	73%	89%
Instructional Systems & Workforce Development (ISWD)	1	1	100%	100%
Instructional Technology (IT)	11	10	91%	80%
Information Tech Services (ITS)	26	24	92%	100%
Kinesiology (KINE)	283	198	70%	90%
Music Education (MUED)	22	19	86%	89%
PhD Student Counsel & Personnel (PHCE)	1	1	100%	100%
PhD Community College Leadership (PHCL)	4	3	75%	100%
Secondary Education (SEED)	64	53	83%	98%
Secondary Teacher Alternate Route (STAR)	135	104	77%	97%
Workforce Education Leadership (WEL)	27	21	78%	95%
Totals	1153	889	77%	96%

Double majors within the College are counted in each major, but only once overall.
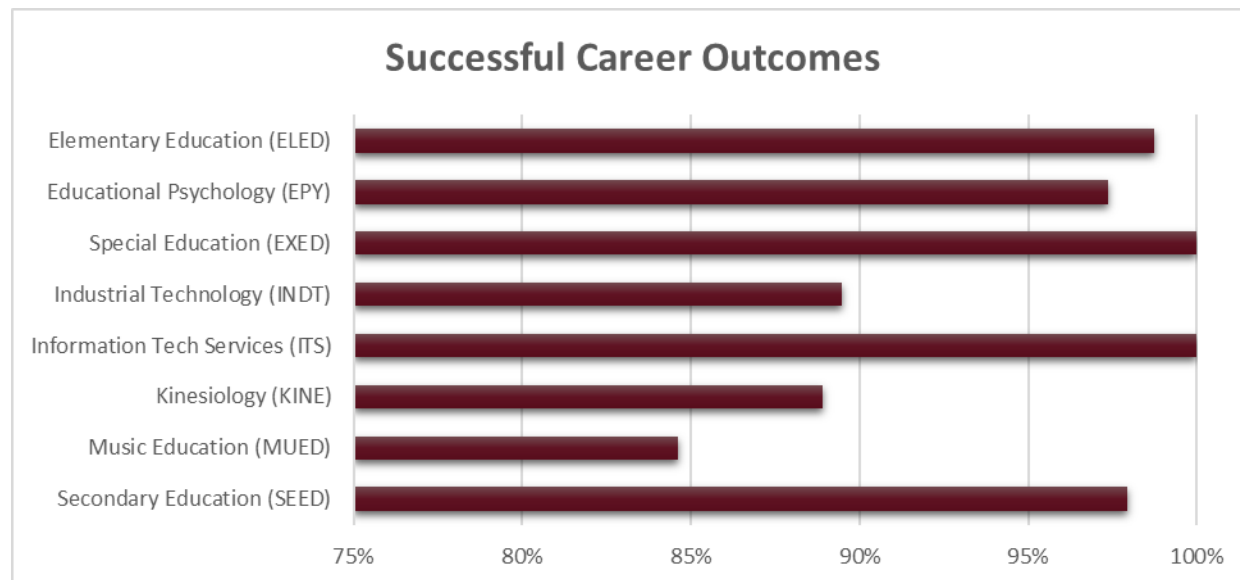***Successful Career Outcome = Employed + Enrolled + Volunteering + Military / Total – Not seeking or continuing education.*

Career Outcomes

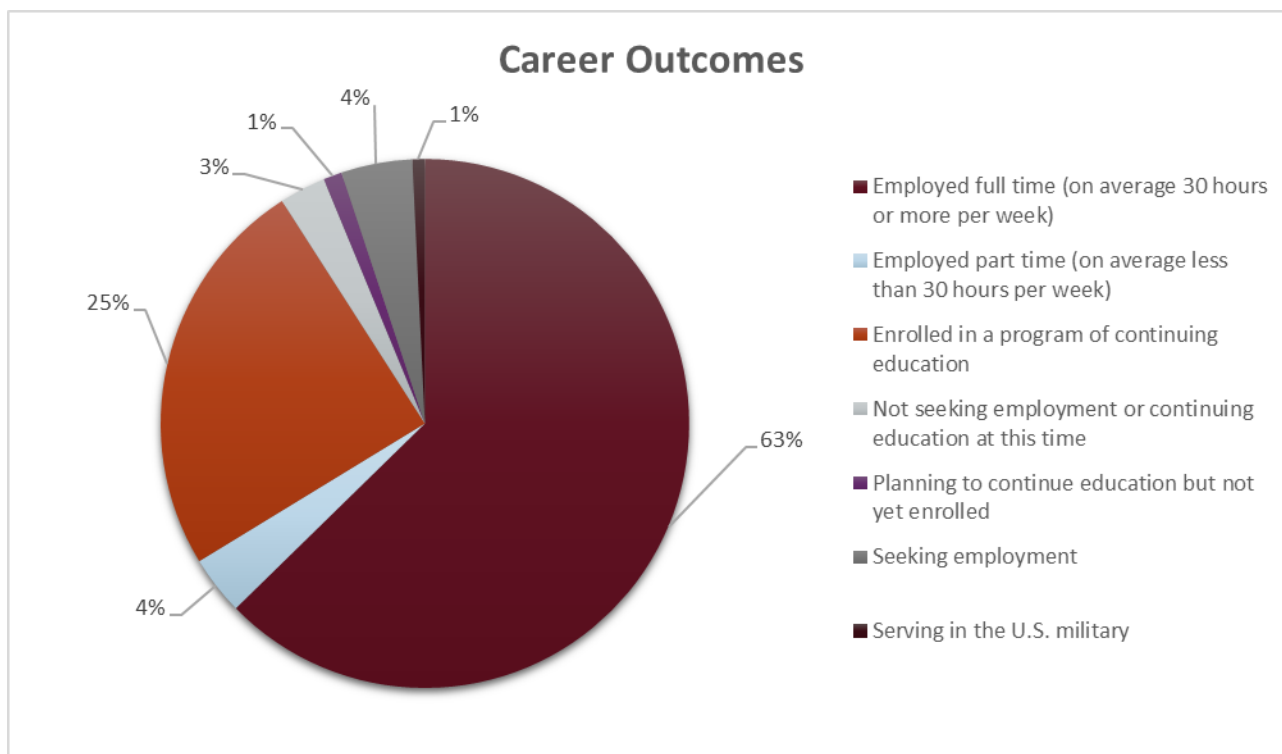| Status	Count	Percent
Employed full time (on average 30 hours or more per week)	631	71%
Employed part time (on average less than 30 hours per week)	27	3%
Enrolled in a program of continuing education	167	19%
Not seeking employment or continuing education at this time	21	2%
Planning to continue education but not yet enrolled	7	1%
Seeking employment	32	4%
Serving in the U.S. military	4	<1%
Total	889	100%

Undergraduate Level

The knowledge rate (percentage of graduates for which reliable outcome data has been collected) for undergraduate College of Education graduates is 75%, and of the 75% of graduates for which data is available, 94% reported a successful career outcome (employed, continuing education, participating in a volunteer or service program, or serving in the military) within 6 months of graduation. All percentages are rounded.

Major*	Degrees	Surveys	Knowledge Rate	Successful Career Outcomes**
Elementary Education (ELED)	201	161	80%	99%
Educational Psychology (EPY)	59	38	64%	97%
Special Education (EXED)	30	26	87%	100%
Industrial Technology (INDT)	52	38	73%	89%
Information Tech Services (ITS)	26	24	92%	100%
Kinesiology (KINE)	254	176	69%	89%
Music Education (MUED)	17	14	82%	85%
Secondary Education (SEED)	61	51	84%	98%
All	700	528	75%	94%

Double majors within the College are counted in each major, but only once overall.

**Successful Career Outcome = Employed + Enrolled + Volunteering + Military / Total – Not seeking or continuing education*

Outcomes

Status	Count	Percent
Employed full time (on average 30 hours or more per week)	331	63%
Employed part time (on average less than 30 hours per week)	19	4%
Enrolled in a program of continuing education	130	25%
Not seeking employment or continuing education at this time	15	3%
Planning to continue education but not yet enrolled	6	1%
Seeking employment	23	4%
Serving in the U.S. military	4	1%
Total	528	100%

Outcomes by Major

ELED

Status	Count	Percent
Employed full time (on average 30 hours or more per week)	144	89%
Employed part time (on average less than 30 hours per week)	3	2%
Enrolled in a program of continuing education	7	4%
Not seeking employment or continuing education at this time	5	3%
Seeking employment	2	1%
Total	161	100%

EPY

Status	Count	Percent
Employed full time (on average 30 hours or more per week)	11	29%
Employed part time (on average less than 30 hours per week)	2	5%
Enrolled in a program of continuing education	24	63%
Seeking employment	1	3%
Total	38	100%

EXED

Status	Count	Percent
Employed full time (on average 30 hours or more per week)	22	85%
Enrolled in a program of continuing education	4	15%
Total	26	100%

INDT

Status	Count	Percent
Employed full time (on average 30 hours or more per week)	32	84%
Enrolled in a program of continuing education	1	3%
Seeking employment	4	11%
Serving in the U.S. military	1	3%
Total	38	100%

ITS

Status	Count	Percent
Employed full time (on average 30 hours or more per week)	20	83%
Enrolled in a program of continuing education	3	13%
Not seeking employment or continuing education at this time	1	4%
Total	24	100%

KINE

Status	Count	Percent
Employed full time (on average 30 hours or more per week)	56	32%
Employed part time (on average less than 30 hours per week)	12	7%
Enrolled in a program of continuing education	82	47%
Not seeking employment or continuing education at this time	5	3%
Planning to continue education but not yet enrolled	6	3%
Seeking employment	13	7%
Serving in the U.S. military	2	1%
Total	176	100%

MUED

Status	Count	Percent
Employed full time (on average 30 hours or more per week)	6	43%
Employed part time (on average less than 30 hours per week)	1	7%
Enrolled in a program of continuing education	3	21%
Not seeking employment or continuing education at this time	1	7%
Seeking employment	2	14%
Serving in the U.S. military	1	7%
Total	14	100%

SEED

Status	Count	Percent
Employed full time (on average 30 hours or more per week)	40	78%
Employed part time (on average less than 30 hours per week)	1	2%
Enrolled in a program of continuing education	6	12%
Not seeking employment or continuing education at this time	3	6%
Seeking employment	1	2%
Total	51	100%

Salary Data

The First Destination Survey asks graduates to report their starting salary and any signing bonuses they may have received. Graduates are not required to respond to these questions, so the compensation data below is not complete as only 21% of graduates who reported employment shared their salaries. Data is only reported for majors with 4 or more salaries/bonuses reported. In the College of Education, only 6 graduates indicated receiving bonuses, and no major had more than of 2 these students. For this reason, bonus data is not included here.

Major	Average	Max	Min	Salary Count
ELED	$39,598	$48,000	$14,000	39
EPY	-	-	-	1
EXED	$34,964	$45,000	$18,000	7
INDT	$60,600	$75,000	45,000	5
ITS	$46,000	$60,000	$35,000	5
KINE	$34,875	$52,000	$17,000	8
MUED	-	-	-	0
SEED	$42,076	$48,000	$38,000	7
All	$40,564	$54,667 avg	$27,833 avg	72

Averages only calculated when 4 or more data points are present

Top Employing Organizations by Number of Graduates Hired

The top employers of MSU undergraduates are listed below. A total of 250 unique organizations were reported by graduates.

Organization	Count
Starkville-Oktibbeha School District	13
Mississippi State University	8
DeSoto County School District	7
Quitman School District	6
Choctaw County School District	4
Louisville Municipal School District	4
Neshoba County Schools	4
Newton Municipal School District	4
Pearl Public School District	4
Calhoun County School District	3
Clinton Public School District	3
Dillard's Inc.	3
Henderson Ward Stewart Elementary	3
Lee County School District	3
Pass Christian Public School District	3
Petal School District	3
Rankin County School District	3
Scott County School District	3
Starkville Academy	3
West Point Consolidated School District	3
All	347

250 unique organizations

Work Locations

Of the MSU graduates who reported being employed, 97% included the state that they are employed in. Mississippi was the most popular place of employment, and 97% of the graduates are employed in southeastern states (SEC member institutions).

Location	Count	Percent
MS	265	78%
AL	19	6%
TN	17	5%
FL	9	3%
AR	8	2%
GA	4	1%
TX	4	1%
OH	3	1%
LA	2	1%
WI	2	1%
AZ	1	0%
DC	1	0%
IN	1	0%
MO	1	0%
MT	1	0%
NY	1	0%
OR	1	0%
SC	1	0%
All	341	100%

Percent of graduates who reported full- or part-time employment and location
18 states, 1 foreign country

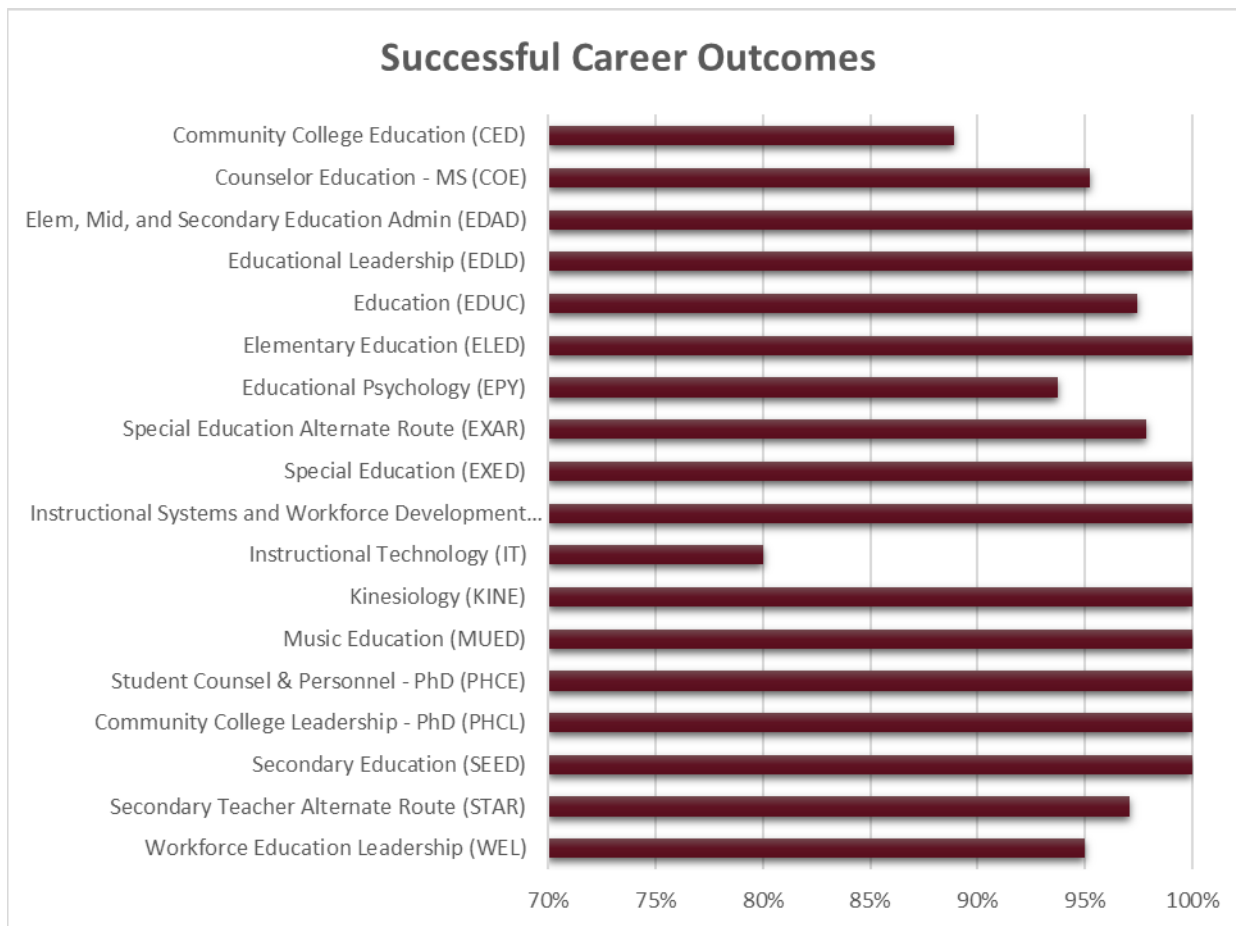## Top Institutions where Graduates are Continuing Education

Similar to places of employment, the majority of graduates who are pursuing further education are doing so in Mississippi, with 68% attending an institution in the state.

Institution	Count	Percent
Mississippi State University	53	41%
University of Mississippi Medical Center	21	16%
University of Mississippi	5	4%
University of Tennessee	4	3%
University of Tennessee Health Science Center	3	2%
Belmont University	2	2%
Harding University	2	2%
Logan University	2	2%
Mississippi College	2	2%
University of Arkansas	2	2%
University of South Alabama	2	2%
All	130	100%

Percent of graduates who reported enrollment in a program of continuing education and provided institution name
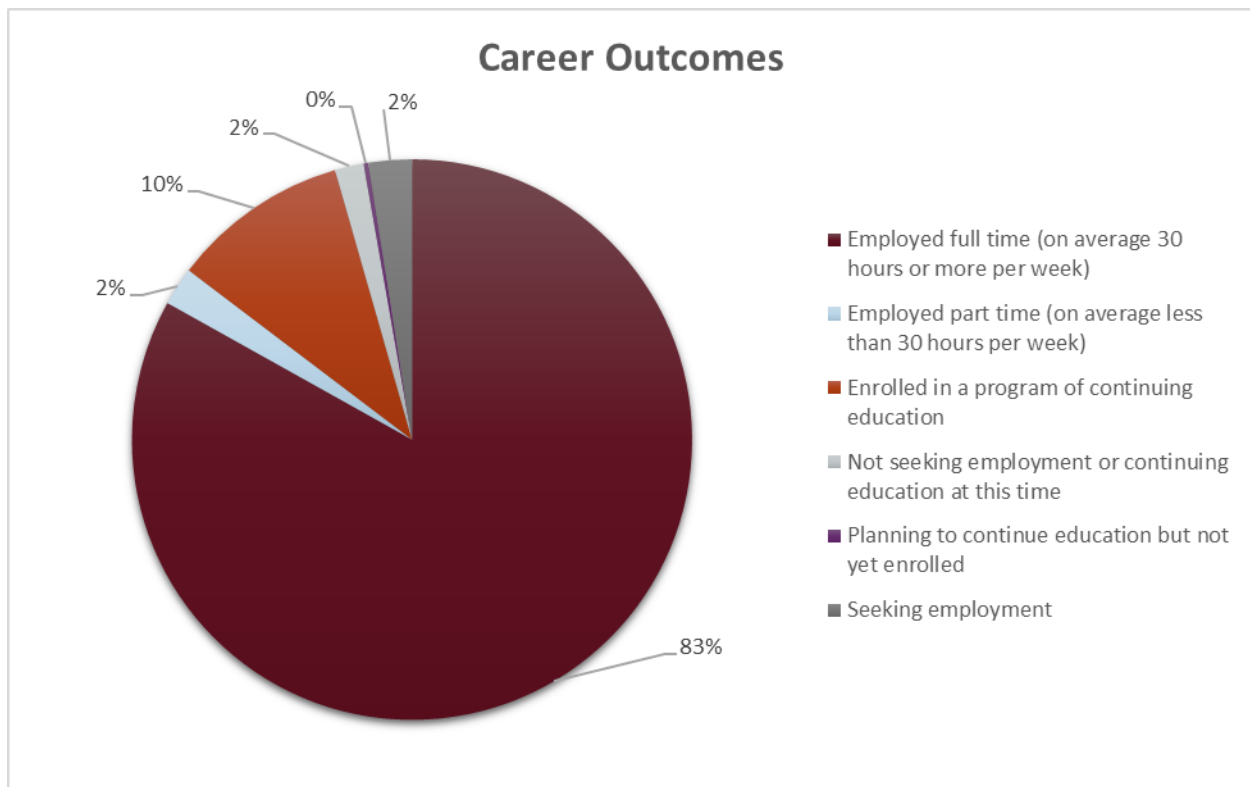*43 unique institutions*

Graduate Level

The knowledge rate for all graduate level College of Education graduates is 80%, and of the 80% of graduates for which data is available, 97% reported a successful career outcome (employed, continuing education, participation in a volunteer or service program, or serving in the military) within 6 months of graduation. All percentages are rounded.

Successful Career Outcomes

Program	
Community College Education (CED)	
Counselor Education - MS (COE)	
Elem, Mid, and Secondary Education Admin (EDAD)	
Educational Leadership (EDLD)	
Education (EDUC)	
Elementary Education (ELED)	
Educational Psychology (EPY)	
Special Education Alternate Route (EXAR)	
Special Education (EXED)	
Instructional Systems and Workforce Development…	
Instructional Technology (IT)	
Kinesiology (KINE)	
Music Education (MUED)	
Student Counsel & Personnel - PhD (PHCE)	
Community College Leadership - PhD (PHCL)	
Secondary Education (SEED)	
Secondary Teacher Alternate Route (STAR)	
Workforce Education Leadership (WEL)	

Major*	Degrees	Surveys	Knowledge Rate	Successful Career Outcome**
Community College Education (CED)	14	11	79%	89%
Curriculum and Instruction (CIED)	2	0	0%	0%
Counselor Education - MS (COE)	21	21	100%	95%
Elem, Mid, and Secondary Education Admin (EDAD)	2	2	100%	100%
Educational Leadership (EDLD)	55	47	85%	100%
Education (EDUC)	47	39	83%	97%
Elementary Education (ELED)	13	11	85%	100%
Educational Psychology (EPY)	21	16	76%	94%
Special Education Alternate Route (EXAR)	65	47	72%	98%
Special Education (EXED)	5	5	100%	100%
Instructional Systems and Workforce Development (ISWD)	1	1	100%	100%
Instructional Technology (IT)	11	10	91%	80%
Kinesiology (KINE)	29	22	76%	100%
Music Education (MUED)	5	5	100%	100%
Student Counsel & Personnel - PhD (PHCE)	1	1	100%	100%
Community College Leadership - PhD (PHCL)	4	3	75%	100%
Secondary Education (SEED)	3	2	67%	100%
Secondary Teacher Alternate Route (STAR)	135	104	77%	97%
Workforce Education Leadership (WEL)	27	21	78%	95%
Total	453	361	80%	97%

*Double majors within the College are counted in each major, but only once in the total.

**Successful Career Outcome = Employed + Enrolled + Volunteering + Military / Total – Not seeking or continuing education.

Career Outcomes

Outcomes

Status	Count	Percent
Employed full time (on average 30 hours or more per week)	300	83%
Employed part time (on average less than 30 hours per week)	8	2%
Enrolled in a program of continuing education	37	10%
Not seeking employment or continuing education at this time	6	2%
Planning to continue education but not yet enrolled	1	<1%
Seeking employment	9	2%
Total	361	100%

Outcomes by Select Majors

Majors with at least 5 surveys and 65% knowledge rate

CED

Status	Count	Percent
Employed full time (on average 30 hours or more per week)	7	64%
Enrolled in a program of continuing education	1	9%
Not seeking employment or continuing education at this time	2	18%
Seeking employment	1	9%
Total	11	100%

COE

Status	Count	Percent
Employed full time (on average 30 hours or more per week)	18	86%
Employed part time (on average less than 30 hours per week)	1	5%
Enrolled in a program of continuing education	1	5%
Seeking employment	1	5%
Total	21	100%

EDLD

Status	Count	Percent
Employed full time (on average 30 hours or more per week)	34	72%
Employed part time (on average less than 30 hours per week)	1	2%
Enrolled in a program of continuing education	12	26%
Total	47	100%

EDUC

Status	Count	Percent
Employed full time (on average 30 hours or more per week)	26	67%
Employed part time (on average less than 30 hours per week)	1	3%
Enrolled in a program of continuing education	11	28%
Seeking employment	1	3%
Total	39	100%

ELED

Status	Count	Percent
Employed full time (on average 30 hours or more per week)	10	91%
Not seeking employment or continuing education at this time	1	9%
Total	11	100%

EPY

Status	Count	Percent
Employed full time (on average 30 hours or more per week)	11	69%
Enrolled in a program of continuing education	4	25%
Planning to continue education but not yet enrolled	1	6%
Total	16	100%

EXAR

Status	Count	Percent
Employed full time (on average 30 hours or more per week)	44	94%
Enrolled in a program of continuing education	2	4%
Not seeking employment or continuing education at this time	1	2%
Total	47	100%

EXED

Status	Count	Percent
Employed full time (on average 30 hours or more per week)	5	100%

IT

Status	Count	Percent
Employed full time (on average 30 hours or more per week)	8	80%
Seeking employment	2	20%
Total	10	100%

KINE

Status	Count	Percent
Employed full time (on average 30 hours or more per week)	15	68%
Employed part time (on average less than 30 hours per week)	2	9%
Enrolled in a program of continuing education	5	23%
Total	22	100%

MUED

Status	Count	Percent
Employed full time (on average 30 hours or more per week)	5	100%

STAR

Status	Count	Percent
Employed full time (on average 30 hours or more per week)	95	91%
Employed part time (on average less than 30 hours per week)	1	1%
Enrolled in a program of continuing education	4	4%
Not seeking employment or continuing education at this time	1	1%
Seeking employment	3	3%
Total	104	100%

WEL

Status	Count	Percent
Employed full time (on average 30 hours or more per week)	15	71%
Employed part time (on average less than 30 hours per week)	1	5%
Enrolled in a program of continuing education	3	14%
Not seeking employment or continuing education at this time	1	5%
Seeking employment	1	5%
Total	21	100%

Salary Data

The compensation data below is not complete as only 29% of graduates who reported employment shared their salaries. Data is only reported for majors with 4 or more salaries/bonuses reported.

Major	Average	Max	Min	Salary Count
CED	-	-	-	0
CIED	-	-	-	0
COE	$35,550	$50,000	$22,300	6
COED	-	-	-	0
EDAD	-	-	-	0
EDLD	$45,818	$55,000	$38,000	11
EDUC	$49,423	$60,000	$40,000	4
ELED	-	-	-	2
EPY	-	-	-	1
EXAR	$39,935	$59,500	$15,000	14
ISWD	-	-	-	0
IT	-	-	-	2
KINE	$65,100	$115,000	$48,000	5
MUED	-	-	-	1
PHCL	-	-	-	0
SEED	-	-	-	0
STAR	$39,833	$50,647	$30,000	28
WEL	$45,375	$49,000	$42,000	4
All	$44,570	$62,735 avg	$33,614 avg	88

Averages only calculated when 4 or more data points are present

Employing Organizations

Organization	Count
Mississippi State University	26
Meridian Public Schools	23
Starkville-Oktibbeha School District	12
Lauderdale County School District	9
Jackson Public School District	8
Rankin County School District	7
Columbus Municipal School District	5
Kemper County School District	4
Leake County School District	4
Newton Municipal School District	4
Philadelphia Public School District	4
Quitman School District	4
West Point Consolidated School District	4
Choctaw County School District	3
Neshoba County Schools	3
Noxubee County School District	3
Shelby County Schools (Memphis, TN)	3
Aberdeen School District	2
Decatur City Schools, AL	2
DeSoto County School District	2
Florida State University	2
Grenada School District	2
Gulfport School District	2
Hattiesburg Public School District	2
Itawamba County School District	2
Kosciusko School District	2
Lamar County School District	2
Lincoln County School District	2
Mississippi Department of Education	2
Newton County School District	2
Scott County School District	2
The Autism Center of North Mississippi	2
Tishomingo County School District	2
Weems Community Mental Health Center	2
Youth Villages	2
All	294

167 unique organizations

Top Work Locations

Of the College of Education graduates who reported being employed, 100% included the state they were employed in. Mississippi was the most popular place of employment, and 94% of the graduates are employed in southeastern states (SEC member institutions).

State	Count	Percent
MS	248	81%
AL	10	3%
TN	10	3%
FL	6	2%
TX	6	2%
MD	3	1%
CA	2	1%
LA	2	1%
VA	2	1%
All	308	100%

Percent of graduates who reported full- or part-time employment and location
22 states, Canada

Institutions where Graduates are Continuing Education

Similar to places of employment, many graduates who are pursuing further education are doing so in Mississippi, with 97% continuing education at an institution in the state.

Institution	Count	Percent
Mississippi State University	34	92%
Mississippi College	1	3%
University of Alabama at Birmingham	1	3%
William Carey University	1	3%
All	37	100%

Percent of graduates enrolled in a program of continuing education and provided institution name
4 unique institutions

Career Center Interactions – All Levels

Student interactions with Career Center events and services are tracked through the Connections career services manager system. These interactions include co-op and internship participation, attendance at Career Center events, counseling appointments with career advisors, and drop-in appointments.

Event Attendance

Event	Unique Student Count
2021 Fall Career Expo	55
2021 Fall Part-time Job Fair	59
2021 Fall LA/LC Interview Days	1
2021 Fall Grad/Professional School Info Day	49
2021 Fall Major Fair	1
2021 Fall Education Virtual Career Fair	65
2021 Fall Virtual Career Expo	9
2021 Fall Virtual Adkerson Career Fair	3
2021 Fall OCR Interviews	11
2022 Spring Co-op & Internship Interview Days	3
2022 Spring Career Fair – Meridian	46
2022 Spring Career Expo	31
2022 Spring Black Alumni Weekend Career Mixer	13
2022 Spring Veterans Networking and Recruitment Fair	2
2022 Spring Education Fair – Meridian	49
2022 Spring Education Career Fair	190
2022 Spring Virtual Career Expo	1
2022 Spring OCR Interviews	1
Unique Students	**495**

Student Career Center Appointments (scheduled and drop-ins)

Academic Year	Appointment Count	Student Count
2021-2022	216	167

Co-op/Intern Participation

Academic Year	Student Count
2021-2022	16

First Destination Survey Data Collection

The First Destination Survey is made available to all MSU graduates upon graduation, and the data is collected from graduates for a period of six months. In order to collect as complete a data set as possible, emails are sent out to all students who have applied for graduation to raise awareness of the survey, and Career Center staff reach out to students who have not yet taken to survey to try to collect data by phone and text.

If graduates respond that they are "planning to continue education but not yet enrolled" or "seeking employment," they remain on the call lists so updated information can be gathered. After three months has passed since graduation, these responses count toward the knowledge rate.

The survey is deployed through the Connections career services management system, and students can complete the survey when logged into their Connections account. In addition to students taking the survey themselves, Career Center Ambassadors make phone calls and send texts to graduates who have not taken the survey. Survey responses are checked each week and updated call lists are created so only students who have not yet responded to the survey are contacted in the future. Ambassadors also search websites such as LinkedIn and Facebook to determine employment and graduate school statuses of graduates.

First Destination Survey Questions

The Career Center deploys the First Destination Survey to all MSU graduates to get an understanding of what their plans are after graduation (e.g., full-time employment, graduate studies, seeking employment). The survey questions are listed below. Sections 2-5 are tied to the response on question 8, so participants only complete 3 of the 6 sections in total. Responses are required for questions with asterisks.

Section 1
1. Email*
2. First Name
3. Last Name
4. Current Major
5. Graduation Date (month/year)*
6. Permanent Email*
7. Phone*
8. Which of the following best describes your primary status after graduation?*
9. Have you started looking for a job?*
10. Which methods are you using to seek employment?
11. Please select the category which best describes your employment.
12. If not seeking employment, what are your plans?

Section 2 (If employed)
13. Employing organization*
14. City of employing organization
15. State or Country (if outside U.S.) of employing organization*
16. Job title*
17. If employed full-time, annual base salary amount in U.S. dollars
18. Are you receiving a signing bonus?

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19. Signing bonus in U.S. dollars
20. How did you find your job?
21. In which month did you accept the offer?
22. In which year did you accept the offer?

Section 3 (If participating in a volunteer program)

23. Organization*
24. Role or title
25. City of volunteer assignment
26. State or Country (if outside U.S.) of volunteer assignment*

Section 4 (If serving in the U.S. military)

27. Service Branch*
28. Rank*
29. 29. City of assignment
30. State or Country (if outside U.S.) of volunteer assignment*

Section 5 (If continuing education)

31. Name of Institution*
32. City of Institution
33. State or Country (if outside U.S.) of volunteer assignment*
34. Degree*
35. Major*

Section 6 (Experiential Learning)

36. Did you gain relevant work experience during your degree program?*
37. Which type of work experience(s) did you complete?
38. If applicable, with which company?
39. Did you receive a full-time offer from this employer?
40. Did you accept a full-time offer from this employer?